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Do what's right, the right
way, at the right time."

— Arnold H. Glasgow

Employer Webinar Series

HEALTH CARE REFORM: NONDISCRIMINATION RULES FOR INSURED HEALTH PLANS AND THE LATEST GUIDANCE ON "GRANDFATHERING"

Tuesday, Nov. 16, 2010 - 11 a.m. PT / 2 p.m. ET

For employers sponsoring insured health plans, one of the most challenging aspects of health care reform is the prospect of having to comply with a set of income-based nondiscrimination rules found in Section 105(h) of the Tax Code. The IRS guidance on these rules, which have applied to self-insured plans for decades, is woefully obsolete. And it certainly doesn't address all of the issues facing today's health care market.

Although these nondiscrimination rules do not apply to insured plans that retain their "grandfathered" status, determining whether a plan is actually grandfathered is a challenge in itself. The guidance on this point has been coming in dribs and drabs (a few FAQs here and there), and has failed to address many significant issues. Of course, a determination of grandfathered status has other significant implications under health care reform, including a "pass" on many of the new coverage mandates.

This webinar will address these two interconnected aspects of health care reform.

PRESENTERS:

Robert A. Browning, Partner - Spencer Fane Britt & Browne, LLP

Robert practices in the firm's Employee Benefits Group. Robert received his juris doctor at the University of Houston Law Center where he was Associate Editor of the Houston Law Review and a member of the Order of the Coif and Order of the Barons.

Chadron J. Patton, Associate - Spencer Fane Britt & Browne, LLP

Chadron is a member of Spencer Fane's Employee Benefits Group. Chadron received his juris doctor from University of Kansas School of Law, where he completed the Tax Law and Business and Commercial Law certificate programs

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